

**Bargaining Unit 4
Non-Supervisory Police
Fresno Police Officers Association (FPOA)**

Benefit	Description
Health & Welfare: medical, dental and vision (Employee and dependents)	As of 07/01/2011: City Contributes 80% of premium Employee Contributes 20% of premium If no employee contribution, medical benefits are reduced 25% PPO Plan Premium = \$985.00 City Contributes \$788.00 Employee Contributes \$197.00
Retirement *	Tier I: Employees hired before 8/27/90 (55% @50 w/20 yrs.) Tier II: Employees hired <u>after</u> 8/27/90 City contribution = 20.98% Employee contribution = 9.00% (40% @50 w/20 yrs.) DROP City picks up 1% of employee contribution
Life Insurance	Bomb Squad = \$250,000 Helicopter Pilot/Observer = \$250,000
Long Term Disability	None
Deferred Compensation	Savings/Mutual Funds No City Contribution
Holidays	Holidays = 10 Birthday = 1 Personal Day = 2
Vacation (Days per year/Hours per month) (Available after 6 months)	1 - 4 years = 12.75/8.5 5 - 9 years = 13.75/9.167 10 - 15 years = 15.75/10.5 16 - 19 years = 17.75/11.834 20 - 24 years = 20.75/13.834 25 - 29 years = 22.75/15.167 30+ years = 25.75/17.167
Sick Leave (Available after 6 months)	8 hours per month
Family Sick Leave	Up to 48 hours of accrued sick leave per fiscal year
Uniform Allowance	\$1,200 per year
Wellness Program	Monetary incentive for achieving goals and maintaining standards
Bilingual	\$100 per month
Workers' Compensation	100% of compensation
Health Reimbursement Arrangement (HRA)	To pay premiums for post-retirement medical insurance

LEGEND:

*	Net rate for City is 23.94%= partially offset by surplus investment earnings Safety/Fire Tier I = Vested after completing 10 years of service Safety/Fire Tier II = Vested after completing 5 years of service
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